



# Challenges for IT Human Resources Management and Development in Vietnam

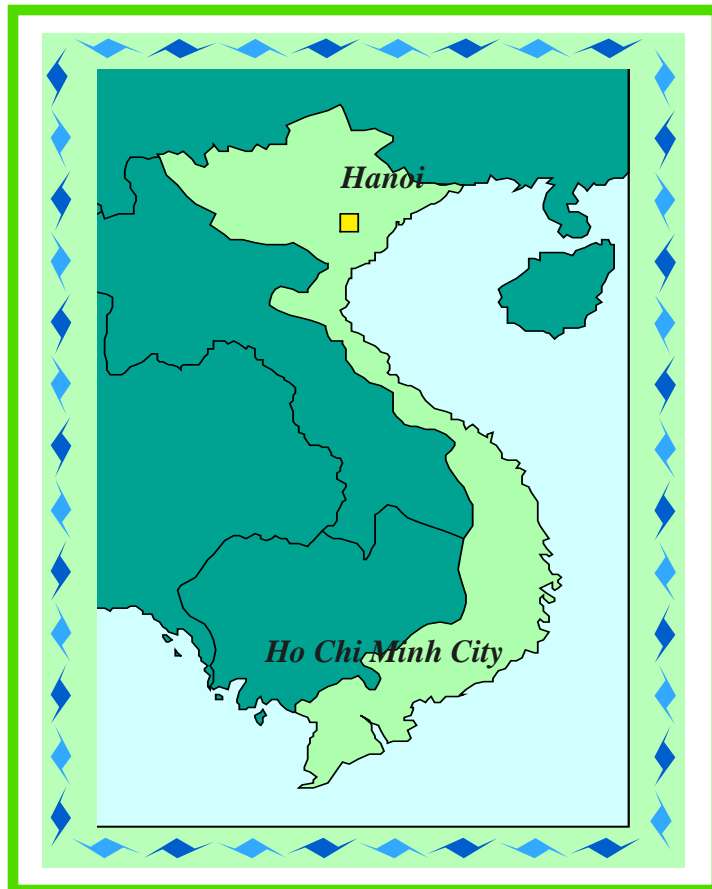
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- To be the policy making and regulatory body in the fields of press, publishing; posts; telecommunications and Internet; transmission; radio frequency; information technology, electronics; broadcasting and national information infrastructure;
- **In the field of IT:**
  - Issue of policies, regulations on IT/Electronics goods and services;
  - Build strategy, regulations, plan on IT application and development;
  - Issue of policies to enhance IT application as well as implementation of IT projects in the government toward to e-gov;
  - Coordinate with other organisations in the field of HRD and management;
  - Grant, stop, revoke licenses in fields of information and technology;

- **MIC has got 4 training units:**
  - Vietnam – Korea Information technology College
  - College of printing technology
  - Training Information and Communications manager college
  - University of Information and Communications (newly approved by Prime Minister. In the process of building project on setting up the university)



# ROLE OF MIC, MOET & MOLISA IN IT HRD

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- **MOET:**

To be the policy making and regulatory body in the fields of national education in the whole country on behalf of the Government

- **MOLISA:**

To be the policy making and regulatory body in the fields of national vocational education in the whole country on behalf of the Government

- **MIC:**

- Co-ordinate with MOET in the building the IT HRD strategy
- Co-ordinate with MOET and MOLISA on giving the guidance on IT training conditions and certificate system as well as acknowledging IT certificates of foreign organisation using in Vietnam
- Co-ordinate with MOHA to build and issue job description on IT in the field of governmental offices



# **STATUS OF IT LABOR FORCE**

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## **IT human resource consists of**

- **HR working in IT Sector**
  - **ICT infrastructure**
  - **ICT Industry**
- **HR in IT application**
  - **In economic sectors (manufacturing and services),**
  - **In State agencies**
  - **In social organisations and public service providers**
- **HR in education and training**
  - **Training of ICT human resource**
  - **Application of IT in education and training**



# STATUS OF IT LABOR FORCE

- *No of labor force in the telecoms enterprises*

Professional	University	Technician/ worker	Total
Electronics, telecoms and IT	19.500	29.300	<b>48.800</b>
Other	13.000	19.600	<b>32.600</b>
<b>Total</b>	<b>32.500</b>	<b>48.900</b>	<b>81.400</b>



# STATUS OF IT LABOR FORCE

- *Labor force in the electronics and hardware industry*

Professional	University Dip.	Technicians/ worker	Total
Electronics, telecoms and IT	29.200	60.800	<b>90.000</b>
Other	3.000	7.000	<b>10.000</b>
<b>Total</b>	<b>32.200</b>	<b>67.800</b>	<b>100.000</b>





# STATUS OF IT LABOR FORCE

- *Labor force in the software industry and IT services*

Professional	University Dip.	Technician/ worker	Total
Electronics, telecoms and IT	12.800	900	<b>13.700</b>
Other	3.000	1.100	<b>4.100</b>
<b>Total</b>	<b>15.800</b>	<b>2.000</b>	<b>17.800</b>



# STATUS OF IT LABOR FORCE

- *Labor force in the content industry*

Professional	University Dip.	Technician/ Worker	Total
IT	11.800	2.900	<b>14.700</b>
Other	5.000	1.300	<b>6.300</b>
<b>Total</b>	<b>16.800</b>	<b>4.200</b>	<b>21.200</b>



# STATUS OF IT LABOR FORCE

- Labor force for IT applications (education)

Level	Total	Total ICT teacher	Phd.	Master	University
University	34.249	2.700	450	960	1.290
College	14.285	1.100	20	260	820
Technician	14.230	700	15	100	585
Vocational	11.200	1.000	0	0	0
<b>Total</b>	<b>73.964</b>	<b>5.500</b>	<b>485</b>	<b>1.320</b>	<b>3.395</b>



# STATUS OF IT LABOR FORCE

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## ■ **Strengths:**

- Vietnam economy is growing fast, political stable
- Have ICT potentiality among the Asean country
- People quite young, working hard, intelligent, active
- Training universities are socialized with setting up of national universities, private universities, universities with 100% investment fund from foreigners;
- Students with good math knowledge



# STATUS OF IT LABOR FORCE

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- The education system is still limited:
  - + Training programmes failing to meet with demand and geared more towards theoretical knowledge while practice is neglected;
  - + English language skills remain weak among young graduates and teachers
  - + IT application is yet to have effect on teaching and education management
  - + Lack of asset, training equipments



# STATUS OF IT LABOR FORCE

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- \* Inadequacy in State's role in training and development of ICT human resource**
  - Slowness in introducing comprehensive and detailed strategies and plans for HRD
  - Lack of qualified managerial staff in the regulatory bodies as well as in the enterprises; IT exelent professionals in the field of consulting, system designing, project managing...
  - Inability to monitor quality and level of training certifications
  - Investment for R&D is still limited and unconcentred
  - Lack of policies on investment, management, priority to promote IT training



# STATUS OF IT LABOR FORCE

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- **Unbalanced HR structure**
  - Serious shortage of experts to link between IT and other sectors, making IT application ineffective or sometimes impossible
- **Low labour productivity as compared with ASEAN countries**
  - In 2000 VN ranked 7<sup>th</sup> among 10 ASEAN countries in terms of labour productivity in telecommunication, scoring no more than half of Thailand's labour productivity



# STATUS OF IT LABOR FORCE

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## Development vision

- HR development for IT is a key factor that has decisive impact on development of ICT infrastructure, industry and application. HR development must be a top priority in Vietnam ICT Development Strategy;
- HR development has to closely associate with the process of education renovation at university level;
- Socialisation of HR development with a view to mobilising domestic and external resources towards HR development for IT.





# GOAL DIRECTION BY 2020

## 1. Objectives:

- Create positive breakthrough in the education qualification with objectives:
  - Training at university level reaches the advanced level among ASEAN countries.
  - 90% ICT student will have professional capability and language to meet international market demand for ICT human resource.
  - Quantitative and qualitative enhancement for IT trainers
  - Enhancement of labour productivity in ICT
- Enhance capability of IT regulatory managers at all level
- Enhancement of knowledge of ICT, information society and enhancement of skills and abilities to use ICT services and applications for the population at large
- In-country 'export' of ICT workers
- Promote close association between training school and enterprises, manufactures



# GOAL DIRECTION BY 2020

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## 2. Solution:

- HRD must be a top priority in Vietnam ICT Development Strategy
- Build policy on training programs for all top leader of IT regulatory body as well as policy-maker (example: management skills, policy design, economic knowledge, international law...)
- Renovate national education system, especially import international advanced training programs for important economical industry
- Attract more foreign investment to set up university and college in Vietnam
- Enhancement of labour productivity in ICT
- Grant quality certification to international and Vietnamese ICT training institutions
- Send undergraduates and graduates overseas for degree training



# VIETNAM INTEREST

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## **1. Role of government:**

- Who is responsible for IT HRD?
- Priority policies for attracting investment (from inside and outside) in IT education;
- Priority policy for IT worker
- Governmental investment in IT especially HRD
- Who is responsible for managing and recognizing IT certificates and degree
- Current Job description standard system in the field of IT in the country; who will approve for this system



# VIETNAM INTEREST

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## **2. Role of training units and enterprise:**

- Cooperation between training units and enterprise in training activities
- Training management, develop training programs at university and post graduate levels
- Investment in training to meet the demand of labor market
- IT degrees and certificate
- Scholarship for foreign students



# VIETNAM INTEREST

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## **3. Seeking opportunity between US university with Viet nam University of Information and Communications**

- Viet nam University of Information and Communications has newly approved by Prime Minister
- Objectives of setting up this university focus on:
  - + University and post graduate training levels in field of information and communications
  - + Apply advanced training curriculums as well as international management standard
- Organisational method of this university: Joint venture or cooperate with international advanced university



# Thank you !

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